

DISID RESOURCE HANDOUT

Department of Integrated Services for Individuals with Disabilities (DISID)

238 Archbishop FC Flores Street, DNA Building, Suite 702, Hagatna, Guam 96910

www.disid.guam.gov

Benito S. Servino, Director

(671) 475-4646

benito.servino@disid.guam.gov

DISID serves as a single point of entry agency to provide, promote, and ensure a full continuum of lifelong programs and services that allows for independence, productivity, and inclusion into the community.

A. Division of Support Services (Suite 702)

Evelyn Manibusan, Acting Administrator

(671) 475-4624

evelyn.manibusan@disid.guam.gov

The Division of Support Services (DSS) is responsible for the development of a community service delivery system which includes the design, implementation, administration, coordination, monitoring and evaluation of programs and services for persons with disabilities within the limits of Local and Federal resources that are allocated

- Provides Case Management, Advocacy, and Information & Referral Assistance
- Administers and Implements the Individualized Budgeting Program (IBP)
- Refers Individuals with Disabilities who are in need of Housing, Transportation, Respite Care, and Community Rehabilitation Program Services
- Provides Technical Assistance and Educational Awareness towards the compliance of Federal and Local laws that impact on People with Disabilities
- Provides Technical Assistance and Training for Government of Guam Agency ADA Coordinators

B. Division of Vocational Rehabilitation (Suite 601)

Kasinda Ludwig, Acting Supervisor

(671) 475- 5735

kasinda.ludwig@disid.guam.gov

The Division of Vocational Rehabilitation (DVR) provides vocational rehabilitation services to eligible individuals with disabilities, and serves as the Designated State Unit (DSU) to administer the state plan for vocational rehabilitation services and for the blind.

- Provides vocational rehabilitation program services to assist people with disabilities in preparing to obtain and maintain gainful employment.
 - Provides Supported Employment Services
 - Provides Independent Living Services
 - Provides Independent Living Services for Older Blind Individuals
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LOCAL RESOURCES:

GUAM DEPARTMENT OF LABOR (DOL)

414 W. Soledad Ave., 4th Floor, GCIC Bldg., Hagatna, Guam 96910

Tel. (671) 300-4582 / Fax (671) 475-6811

<http://dol.guam.gov/>

Divisions:

A. Alien Labor Processing and Certification Division

Greg S. Massey, ALPCD Administrator

(671) 475-8005

greg.massey@dol.guam.gov

B. Bureau of Labor Statistics

Gary Hiles, Program Administrator

(671) 475-7061

gary.hiles@dol.guam.gov

C. Bureau of Women's Affairs

(671) 475-7122

D. Disabled Veterans' Outreach Program

E. Division of Occupational Safety and Health

(671) 300-4618/9

F. Fair Employment Practice Agency

Scholastica "Sally" Rivera, Fair Employment Practice Officer / FEPA Administrator

(671) 475-6811

scholastica.rivera@dol.guam.gov

G. Guam Employment Service

Catalina Cruz

(671) 300-4558

catalina.cruz@dol.guam.gov

H. Guam Registered Apprenticeship Program

I. Occupational Safety and Health Administration (OSHA) On-Site

J. Senior Community Service Employment Program

(671) 300-4559

K. Serve Guam Commission/AmeriCorps Program

Doris Aguon, Executive Director

(671) 300-4599/4600

doris.aguon@dol.guam.gov

L. Wage and Hour Division

(671) 475-7024

(671) 300-4601/2

M. Worker's Compensation Commission

JoAnnalynn Fullerton, WCC Administrator

(671) 300-4577

joannalynn.fullerton@dol.guam.gov

AGENCY FOR HUMAN SERVICE DEVELOPMENT (AHRD)

710 West Marine Corps Drive Suite 301, Bell Tower Plaza Hagatna, Guam 96910
(671) 475-7000

<http://ahrd.guam.gov/>

AHRD administers federally funded programs mandated under the Workforce Innovation and Opportunity Act (WIOA) of 2014. The American Job Center is the service center for WIOA/AHRD funded programs and services. Services and Resources include:

- HireGuam Virtual One-Stop for Employers and Employees at : www.hireguam.com
- Guam's Job Bank to include Government of Guam Jobs
- O*NET On Line
- U.S. DOL Employment & Training Administration

GUAM DEPARTMENT OF PUBLIC HEALTH AND SOCIAL SERVICES (DPHSS)

123 Chalan Kareta, Mangilao, Guam 96913-6304

<http://www.dphss.guam.gov/>

A. Division of Public Welfare, Work Programs Section

123 Chalan Kareta, Room 242, Mangilao, GU 96913-6304

Christine San Nicolas, Social Services Supervisor

(671) 735-7256

christine.sannicolass@dphss.guam.gov

- Provides participants of the Job Opportunities and Basic Skills Program (JOPS) or the Guam Employment and Training Program (GETP) the opportunity to engage in a meaningful work experience to gain or enhance skills for employability purposes to eventually increase employment potential.

B. Division of Senior Citizens Guam

130 University Drive, Suite 8, University Castle Mall, Mangilao, GU

Arthur San Agustin, Administrator

(671) 735-7011/7382

- Administers the Adult Protection Services Unit
- Lead Agency for the "No Wrong Door" Planning Grant
- Hosts ADRC website: www.guamgetcare.org

GUAM CIVIL SERVICE COMMISSION

Suite 6A Phase II Complex, 777 Route 4, Sinajana, Guam 96932

<http://csc.guam.gov/>

The Commission hears appeals from the adverse actions taken to suspend, demote or dismiss an employee from the classified service if such right of appeal to the Commission is established in the personnel rules governing the employee.

Alberto "Tony" A. Lamorena V, Director

(671) 647-1855

alberto.lamorena@csc.guam.gov

GUAM DEPARTMENT OF ADMINISTRATION (DOA)

ITC Building, 590 South Marine Corps Drive, Suite 215, Tamuning, Guam 96931

<http://hr.doa.guam.gov/>

The Human Resources Division provides full human resources management for departments and agencies within the Executive Branch of the Government of Guam, under the auspices of Titles IV and V of the Guam Code Annotated, and Public Law 9-240, Public Employee Management Relations Act (PEMRA); and Executive Order No. 2000-17.

Anthony Blaz, Deputy Director

(671) 475-1250/1212/1234

anthony.blaz@doa.guam.gov

Shane Ngata, Personnel Services Administrator

(671) 475-1132

shane.ngata@doa.guam.gov

GUAM SYSTEM FOR ASSISTIVE TECHNOLOGY (GSAT):

University of Guam Center for Excellence in Developmental Disabilities Education, Research, & Service (CEDDERS), House #19, Dean's Circle, University of Guam

(671) 735-2490 | TTY: (671) 734-6531

<http://gsatcedders.org/>

A federally-funded program authorized under the Assistive Technology Act of 1998. Established in 1995, GSAT provides assistive technology-related services to the Guam community to help children and adults with disabilities live productive, independent, and quality lives.

Carla Torres, Assistive Technology and Special Projects Program Coordinator

(671) 735-2493, (671) 735-2491 (TTY)

carla.torres@guamcedders.org

- GOAL-AT: An alternative financing program that provides affordable financial loans to persons with disabilities for the purchase of assistive technology devices and services and for home modifications aimed at increasing accessibility to the home.
- Get Guam Teleworking (GGT): A self-employment and entrepreneurship program that provides affordable financial loans to help individuals with disabilities with the purchase of equipment, supplies, and inventory related to the operation of their business.
- Guam Recycling & Equipment Exchange Service (GREES) reutilization program: A free online and call-in system that may be a source for "previously-owned" assistive devices, usually available at a lower cost.
- AT Lending Library - Device loan program
- AT Demo Center - Device demonstration program: GSAT provides opportunities for "guided exploration" of a specific device or category of devices.

GUAM LEGAL SERVICES CORPORATION (GLSC) - Disability Law Center (DLC)

113 Bradley Place, Hagatna, Guam 96910

(671) 477-9811/2, (671) 477-3416 (TDD/TTY)

GLS-DLC provides legal assistance, advocate, and promote equal rights and equal access to justice for the underserved communities of Guam

Harold F. Parker, Executive Director

harold.parker@guamlsc.org

CLIENT ASSISTANCE PROGRAM (CAP):

P.O.Box 23474 GMF, Barrigada, GU 96921

CAP provides assistance and information as well as advocacy to people with disabilities who are getting or applying for services under the Rehabilitation Act. Programs included are Vocational Rehabilitation, Independent Living Services and Projects with private firms. Each state and territory in the US has its own program.

Edmund Cruz, Program Coordinator

(671) 646-4227

gcap671@gmail.com

SOCIETY FOR HUMAN RESOURCES MANAGERS (SHRM)- GUAM CHAPTER

P.O . Box 81, Hagatna, Guam 96932

<http://guam.shrm.org/>

Rocio Merrill, President

Rose Morales, SHRM-CP, PHR, President-Elect

shrm.guam.chapter@gmail.com

OFF-ISLAND RESOURCES:**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)**

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information.

<http://www.eeoc.gov/>

(800) 669-4000, (800) 669-6820 (TTY)

info@eeoc.gov

U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)

1900 E Street, NW, Washington, DC 20415

202-606-1800

<http://www.opm.gov/>

OPM works in several broad categories to recruit, retain and honor a world-class workforce for the American people.

- Manages Federal job announcement postings at USAJOBS.gov, and set policy on government-wide hiring procedures.
- Conducts background investigations for prospective employees and security clearances across government, with hundreds of thousands of cases each year.
- Upholds and defends the merit systems in Federal civil service, making sure that the Federal workforce uses fair practices in all aspects of personnel management.

- Manages pension benefits for retired Federal employees and their families. Also administers health and other insurance programs for Federal employees and retirees.
- Provides training and development programs and other management tools for Federal employees and agencies.
- Takes the lead in developing, testing and implementing new government-wide policies that relate to personnel issues.

JOB ACCOMMODATION NETWORK (JAN)

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.

<http://askjan.org/>

(800)526-7234 (877)781-9403 (TTY)

PACIFIC ADA CENTER RESOURCES

555 12th Street, Suite 1030, Oakland, CA 94607-4046

<http://www.adapacific.org/>

The Pacific ADA Center is one of ten Regional centers nationally that have been set up to provide information and referral, training, consultation, and technical assistance to the business, state and local government, and disability communities about their responsibilities and rights under the Americans with Disabilities Act. Pacific ADA Center serves all areas in Federal Region IX which include Arizona, California, Hawaii, Nevada, and the Pacific Basin, which includes American Samoa, Guam, Northern Mariana Islands, and Palau.

Erica C. Jones, MPH, Director

(800) 949-4232, (510)285-5600

LOCAL PUBLIC LAWS:

- **P.L. 21-46/ P.L.26-109/P.L. 24-16:** RELATIVE TO THE EMPLOYMENT OF INDIVIDUALS WITH SEVERE DISABILITIES
- **P.L. 26-110:** RELATIVE TO THE DISABILITIES VENDING ACT
- **P.L. 27-61:** RELATIVE TO THE GOVERNMENT OF GUAM EMPLOYMENT EDUCATION REQUIREMENTS OF PERSONS WITH DISABILITIES
- **P.L. No. 32-208:** RELATIVE TO THE COMPETITIVE WAGE ACT, NOV 2014

FEDERAL PUBLIC LAWS:

- **P. L. 88-352 as amended: Relative to the “Pregnancy Discrimination Act”** (AMENDED TITLE VII OF THE CIVIL RIGHTS ACT OF 1964) <http://www.eeoc.gov/facts/fs-preg.html>, <http://www.eeoc.gov/laws/statutes/titlevii.cfm>

- **P. L. 93-112, “Section 501 of the Rehabilitation Act of 1973, as amended” (29 U.S.C. §791):** SECTION 501 PROHIBITS EMPLOYMENT DISCRIMINATION AGAINST INDIVIDUALS WITH DISABILITIES IN THE FEDERAL SECTOR <http://www.eeoc.gov/laws/statutes/rehab.cfm>
- **P. L. 93-112, “Section 502 of the Rehabilitation Act of 1973, as amended” (29 U.S.C. §792):** SECTION 502_CREATED THE ACCESS BOARD, ORIGINALLY NAMED THE ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD. THE BOARD WAS CHARGED WITH ENSURING FEDERAL AGENCY COMPLIANCE WITH THE ABA AND PROPOSING SOLUTIONS TO THE ENVIRONMENTAL BARRIERS PROBLEMS ADDRESSED IN THE ABA. <http://www.access-board.gov/the-board/laws/rehabilitation-act-of-1973#502>
- **P.L. 94-541 of 1968: The Architectural Barriers Act:** REQUIRES ACCESS TO FACILITIES DESIGNED, BUILT, ALTERED, OR LEASED WITH FEDERAL FUNDS. PASSED BY CONGRESS IN 1968, IT MARKS ONE OF THE FIRST EFFORTS TO ENSURE ACCESS TO THE BUILT ENVIRONMENT. THE ACCESS BOARD DEVELOPS AND MAINTAINS ACCESSIBILITY GUIDELINES UNDER THIS LAW.
- **P. L. 93-112, “Section 503” of the Rehabilitation Act of 1973, as amended (29 U.S.C. §793):** SECTION 503 PROHIBITS FEDERAL CONTRACTORS AND SUBCONTRACTORS FROM DISCRIMINATING IN EMPLOYMENT AGAINST INDIVIDUALS WITH DISABILITIES (IWDS), AND REQUIRES THESE EMPLOYERS TO TAKE AFFIRMATIVE ACTION TO RECRUIT, HIRE, PROMOTE, AND RETAIN THESE INDIVIDUALS. THE NEW RULE STRENGTHENS <http://www.dol.gov/ofccp/regs/compliance/sec503.htm>
- **P. L. 93-112, “Section 504 of the Rehabilitation Act of 1973, as amended” (29 U.S.C. §794):** SECTION 504 PROHIBITS DISCRIMINATION AGAINST OTHERWISE QUALIFIED INDIVIDUALS ON THE BASIS OF DISABILITY IN PROGRAMS AND ACTIVITIES RECEIVING FINANCIAL ASSISTANCE. <http://www.dol.gov/oasam/regs/statutes/sec504.htm>
- **Pub. L. 93-112, “Section 508 of the Rehabilitation Act of 1973, as amended” (29 U.S.C. Section 794d):** REQUIRES ACCESS TO ELECTRONIC AND INFORMATION TECHNOLOGY PROVIDED BY THE FEDERAL GOVERNMENT. THE LAW APPLIES TO ALL FEDERAL AGENCIES WHEN THEY DEVELOP, PROCURE, MAINTAIN, OR USE ELECTRONIC AND INFORMATION TECHNOLOGY <http://www.access-board.gov/the-board/laws/rehabilitation-act-of-1973#508>
<http://www.section508.gov/Section-508-Of-The-Rehabilitation-Act>
- **P.L. 114-119, “The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended” (38 U.S.C. 4212):** REQUIRES COVERED FEDERAL GOVERNMENT CONTRACTORS AND SUBCONTRACTORS TO TAKE AFFIRMATIVE ACTION TO EMPLOY AND ADVANCE IN EMPLOYMENT SPECIFIED CATEGORIES OF VETERANS PROTECTED BY THE ACT AND PROHIBITS DISCRIMINATION AGAINST SUCH VETERANS. IN ADDITION, VEVRAA REQUIRES CONTRACTORS AND SUBCONTRACTORS TO LIST THEIR EMPLOYMENT OPENINGS WITH THE APPROPRIATE EMPLOYMENT SERVICE DELIVERY SYSTEM, AND THAT COVERED VETERANS RECEIVE PRIORITY IN REFERRAL TO SUCH OPENINGS. <http://www.dol.gov/ofccp/regs/compliance/vevraa.htm>
- **P. L. 94-135, The Age Discrimination Act of 1975, as amended (42 USC § 6101),** PROHIBITS DISCRIMINATION ON THE BASIS OF AGE IN PROGRAMS OR ACTIVITIES RECEIVING FEDERAL FINANCIAL ASSISTANCE http://www.ssa.gov/OP_Home/comp2/F094-135.html

- **P.L. 101-336, American with Disabilities Act (ADA) of 1990:** ADDRESSES ACCESS TO: THE WORKPLACE (TITLE I), STATE AND LOCAL GOVERNMENT SERVICES (TITLE II), PLACES OF PUBLIC ACCOMMODATION AND COMMERCIAL FACILITIES (TITLE III), TELECOMMUNICATIONS FOR PEOPLE WHO HAVE HEARING OR SPEECH IMPAIRMENTS THROUGH TELECOMMUNICATIONS RELAY SERVICES (TITLE IV) IT ALSO INCLUDES MISCELLANEOUS INSTRUCTIONS TO FEDERAL AGENCIES THAT ENFORCE THE LAW (TITLE V). <http://www.ada.gov/>, <http://www.access-board.gov/the-board/laws/americans-with-disabilities-act-intro>
- **P.L. 103-3: The Family and Medical Leave Act of 1993 as amended (5 U.S.C. Section 6382):** Grants family and temporary medical leave under certain circumstances. <http://www.dol.gov/whd/regs/statutes/fmla.htm>
- **P.L. 110-325, Americans with Disabilities Amendments Act (ADAA):** CARRYS OUT THE ADA'S OBJECTIVES OF PROVIDING "A CLEAR AND COMPREHENSIVE NATIONAL MANDATE FOR THE ELIMINATION OF DISCRIMINATION" AND "CLEAR, STRONG, CONSISTENT, ENFORCEABLE STANDARDS ADDRESSING DISCRIMINATION" BY REINSTATING A BROAD SCOPE OF PROTECTION TO BE AVAILABLE UNDER THE ADA <http://www.eeoc.gov/laws/statutes/adaaa.cfm>
- **P.L. 74-732 The Randolph-Sheppard Act of 1936 as amended,** PROVIDES INDIVIDUALS THAT ARE BLIND WITH REMUNERATIVE EMPLOYMENT, AND TO ENHANCE THEIR ECONOMIC OPPORTUNITIES. BY GIVING THEM PRIORITY FOR THE OPERATION OF VENDING FACILITIES ON FEDERAL PROPERTY. <http://www.gpo.gov/fdsys/pkg/USCODE-2011-title20/html/USCODE-2011-title20-chap6A.htm>
- **P.L. 113-128, Workforce Innovation and Opportunity Act (WIOA) of 2014:** WIOA IS DESIGNED TO HELP JOB SEEKERS ACCESS EMPLOYMENT, EDUCATION, TRAINING, AND SUPPORT SERVICES TO SUCCEED IN THE LABOR MARKET AND TO MATCH EMPLOYERS WITH THE SKILLED WORKERS THEY NEED TO COMPETE IN THE GLOBAL ECONOMY. WIOA SUPERSEDES THE WORKFORCE INVESTMENT ACT OF 1998 AND AMENDS THE ADULT EDUCATION AND FAMILY LITERACY ACT, THE WAGNER-PEYSER ACT, AND THE REHABILITATION ACT OF 1973. <http://www.doleta.gov/WIOA/>